Headquarters U.S. Air Force

Integrity - Service - Excellence

FSC State of the Union "Family Matters"

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Overview

- **AF Family Matters Branch Organization**
  - **Functions**
  - **Organizational Chart**
  - **Budget**
  - **Projects/Initiatives**

- **Career Focus Projects/Initiatives**
  - **Cannon AFB Project**
  - **OSD Spouse Employment Working Group**
  - **Navy's Spouse Career Life Course**
  - **Navy/Marine Corps Adecco Project**
  - **Report to Congress/NDAA02**

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Air Force Family Matters Branch Organization

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AFFAM Functions

- Strategic Planning
- Policy Development for Family Programs/Training
- Resource Development and Allocation
- FSC Standards
- CAIB/IDS
- Legislative Agenda for Family Matters
- Functional Personnel Policy (e.g., core docs)

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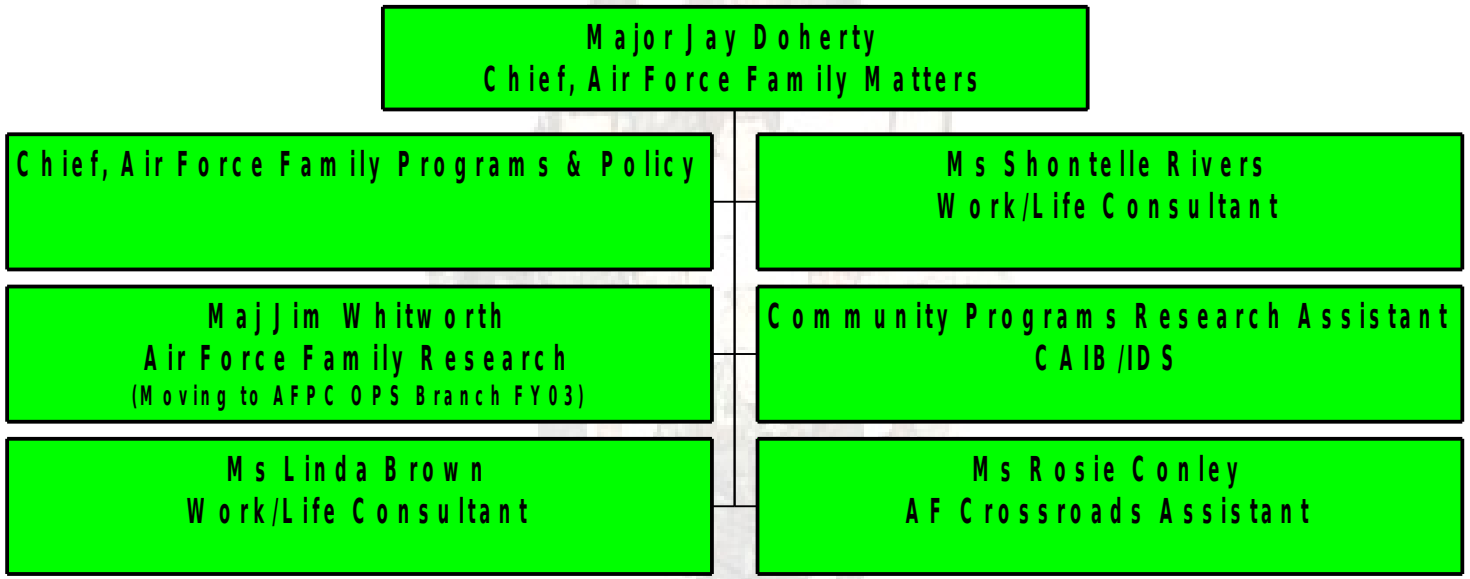
Family Matters Branch



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FSC Budget

- O&M
  - PPBS Process (MAJCOM/Air Staff)
    - Planning, Programming, Budgeting System
    - Identify needs/requirements (planning)
      - POM (programming)
      - BES/PB (Budgeting)
  - FINPLAN Process (Base/MAJCOM)
  - O&M Execution Rates
    - Spend it all…spend it early
  - NEVER fall short of quarterly spending targets

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AFFAM Projects/Initiatives

- AFI Status
- FSC Re-engineering
- Outcome-Measures
- MIS
- CAIB and IDS
- Financial Hardship IPT
- AU Courses
- Research
- AFCrossroads

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AFIs - STATUS

- AFI 36-3009 (FSC)
  - Final edits/Coord
- AFI 36-3011 (RAP)
  - Final edits/Coord
- AFI 36-3022 (TAP)
  - Final edits/Coord
- AFI 90-500 (CAIB/IDS)
  - Pending SAF/AA Coord

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FSC Re-engineering

- Report Underway (200+ pages)
- Draft to Team for Comments
  - Incorporating comments in final report
- Draft to DPD for Comments
- Draft to MAJCOMs for Comment
- New DP Reviews
- DP Reengineering Team Reviews
- Brief BOD
- Manpower Study

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OUTCOME MEASURES RESULTS MANAGEMENT

- Taught in IDS Course
- Taught in FSC Courses
- MIS = Outcome Based
- Working Group

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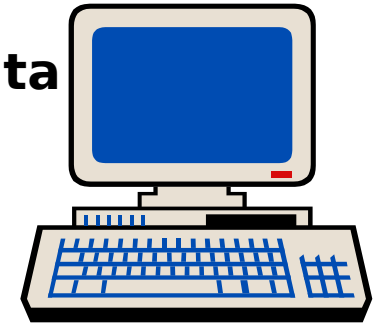
MIS TASK FORCE

- **CHARTER:**
  - **Design/implement a standardized data gathering system**
    - **Results management focus**
    - **Flexible**
    - **Employ most effective platform**
    - **Easy to learn and use**
  - **Status**
    - **Met four times; next meeting date TBD (after WW Directors' Conf)**
    - **Developed notional MIS**
    - **Mapped 24 result processes**
    - **Investigating e-platforms**
    - **Target completion Jul 02**



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CAIB AND IDS

- Robust Program at Air Staff
- MAJCOM Issues Driving Most Initiatives
- DP has major role in:
  - Family Member Use of Computers at Government Facilities
  - Financial Hardship
  - IDS Course

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Financial Hardship IPT

- AF IPT examining scope and depth of airmen financial hardship
- Financial hardship - 2 components:
  - Inability of AF member to meet financial obligations
  - Financial irresponsibility
- Review of existing data showed ADAF E-3s, E-4s and E-5s are experiencing the greatest financial difficulty
- Web-based survey conducted Dec 01; second survey Mar 02
- Preliminary Findings
  - Prevalence of financial mismanagement indicators is high
  - Results show extensive use long-term debt (excluding home and car loans)
  - Non-reimbursed expenses for housing, PCS costs and military-required separations increase financial hardship
- AF CAIB reviewing recommendations

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AU Courses

- **IDS Course FY 01 and FY02**
  - **Training Curriculum for Base IDS Teams**
  - **Community Capacity-Building Model with Performance-Based Outcome Measures**
  - **Prepares IDS Teams to Lead Community Wellness from an Assets Perspective**
- **Managers Qualification Course: FY03…**
  - **Work/Life Consultant Model**
  - **Program Specific Training**
  - **Career Program**
  - **CAIB/IDS & Community Capacity Model**
  - **Outcome Measures/Results Management**
- **Family Readiness Course**

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Research

- **Focus on evaluating our ability to build community capacity**
  - **Decreased “Bean Counting”**
  - **Emphasizing actual results**
- **Financial Intake System being developed with Human Resources Technologies (HRT)**
  - **Data will feed into future MIS structure**
- **2003 Needs Assessment**
  - **Players meet 17 –19 Dec**
  - **Web based**
  - **Measure Community Capacity**
  - **Explore methods to increase spouse response rate**

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AF Crossroads

- **www.afcrossroads.com**
  - **Spouse Forum**
  - **Employment Forum**
  - **Traditional & Telework Job Bank**
    - **Post resumes, search job openings**
    - **Employers post job openings, search resumes**
    - **Too many job postings--too few resumes**
  - **E-mail School Administrators capability**

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Crossroads cont'd

- OSD Review of all Family Sites
- Air Force Crossroads Publicity
  - FSC role
    - Promote awareness to FSC customer
    - Monitor Forums to address local community messages on employment, spouse issues
    - Partner with local community employers to identify and post job openings to the Crossroads Job Bank

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Career Focus Projects/Initiatives

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CAREER FOCUS PROJECTS PROJECTS/INIATIVES

- Cannon AFB Project
- OSD Spouse Employment Working Group
- Report to Congress/NDAA02
  - Entrepreneurship and SOFA barriers
  - Military Spouse Preference
  - DOD Partnerships
- Navy Spouse Career Life Course
- Navy/Marine Corps Adecco Project
- Use of Computers in FSCs

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Cannon AFB Project

- StaffCentrix Military Spouse Virtual Assistant training
- 17 spouses
- Phase 1 conducted 26 Mar 02; Phase 2 set for

  16-17 Apr 02
- Future pilots TBD; joint service ideal
- Researching alternative facilitators, funding, training modalities, locations
- SOFA still a barrier overseas

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CAREER FOCUS PROJECTS
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Use of Computers at Government Facilities

- Family member use of e-mail and access to Internet at FSCs and other government facilities (libraries, community centers, youth centers, etc.)
- Connectivity Challenges
  - Current OSD policy prohibits family member use of e-mail and access to Internet via "af.mil" systems -- security concerns
  - AFI 33-129 allows direct internet service provider (ISP) connectivity for non-mission related users
  - Central funding/standard solution is not the most cost effective way ahead -- substantial initial and recurring costs
- AF CAIB Recommendation
  - MAJCOMs work local solutions/funding for ISP connectivity
  - AF/SC and AF/DP continue to monitor -- as needed

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QUESTIONS
&
ANSWERS